

**State Glazing Apprenticeship Advisory Committee Minutes
Wednesday, April 18, 2012**

Wisconsin Technical College Foundation
One Foundation Circle
Waunakee WI 53597

MEMBERS PRESENT

Joel Allen	Co-Chair, IUPAT District 7	Milwaukee
Joe Jazdzewski	IUPAT District 7	Madison
Lisa Tepolt	H.J. Martin & Sons	Green Bay

MEMBERS ABSENT

Mark Sheskey	Co-Chair, Lake City Glass	Madison
Eugene Yuma	IUPAT District 7	Appleton

CONSULTANTS & GUESTS

Karen Morgan	Director, BAS	Madison
Owen Smith	SAGE Outreach Coordinator, BAS	Madison
Mary Pierce	BAS	Madison
Adam Holmes	IUPAT DC7	Milwaukee

1. The meeting was called to order at 10:00 am by Joel Allen, Committee Co-chair, in conformity with the Wisconsin Open Meeting Law.
2. A roll call was conducted and a member contact information confirmation sign-in sheet was circulated. There was not a quorum. The committee is seeking additional employer members.
3. The minutes of October 19, 2011 meeting were reviewed. The committee was unable to approve the minutes due to lack of a quorum. They will be reviewed for approval at the next meeting.
4. Old Business

- a. DWD Projections of Vertical Work. – Karen Morgan
Karen presented a power point prepared by The Bureau of Labor Statistics entitled “Construction by Sector: A Blueprint of Employment” documenting past, present and projected construction employment trends in Wisconsin.

Construction employment levels declined from 2008 through 2010 and began slowly increasing in late 2010. Construction is rebounding at a slow pace. However, it is not yet back to the employment levels before the decline began in 2008.

More people are employed in commercial construction than residential construction.

b. Sage Update - Owen Smith

The effectiveness of the Sage Grant is being studied by a group hired by the Dept of Labor. This is not an audit. They are holding a focus group on April 24, 2012 of 10 to 15 apprentices and journeymen whom have taken some of the training. The glaziers will send some people to participate in the focus group. This is a confidential focus group; no one from BAS will be attending.

Painter Journeyworker upgrade classes will begin in May. Adam Holmes will send class information to Owen.

Delivery of Glazier upgrade skylight classes have been delayed due to instructor issues. Joel Allen is requesting funds to provide training for an additional instructor. Sage will pay training fees but not salaries. Karen suggests they train two additional instructors.

c. Other:

No other business was reported.

5. New Business.

a. WI Apprenticeship Advisory Council Activities - Karen Morgan

1. US DOL Response to 29.29 changes

BAS received a letter from US Dept of Labor regarding their opinion of WI law changes of last year. DWD responded to the letter with the position that BAS has met all the requirements of the law. DWD has not yet decided if BAS will comply with their demands.

The types of changes requested by US Dept of Labor are minor. For example, DOL commented that DWD 29.15 (b) does not conform to 29.4 (b). The provision uses the term "Is," whereas part 29 requires use of the phrase. "Be clearly identified." Please revise to conform to part 29."

Karen is requesting a meeting with DOL to resolve the differences.

2. Tool Box Talks - Karen Morgan

As a result of the work BAS has done with Affirmative Action and EEOC, employers have requested tools for the issues women and minorities identified. The primary issues are the way they were treated on the job and the lack of job site communication. Although Tool box talks are primarily safety related, employers indicated they would welcome adding job site behavior related topics. Karen handed out the tool box flyer developed by the Council.

The Toolbox Talk Flyers are available on the BAS website. Karen is requesting a try out period to see what works, what doesn't work and what topics may be missing.

Employers have been making suggestions for additional topics. One suggestion was "What is in your lunchbox can kill you. How to pack lunch for hot weather."

One employer is planning to use this in the same way they use safety information distribution. Flyers are included with their paychecks. Karen is planning to send the tool box information to all participating employer associations.

3. Wage Progression tied to competencies instead of time based.

Joe had a question regarding wages on apprentice wage progression on apprentice contract. They are considering tying competencies to wage progression. Karen suggests the contract's apprentice wage progression be modified to reflect those competencies using the international standards. This would be reflected in a hybrid type term.

b. Other:

Joel had a question regarding UW job bids requirements that do not recognize apprenticeship but instead require years of work experience. Karen suggested he contact DOA for the specifics of the job bid.

6. Glazing Apprenticeship Program Participants

Reports were distributed that provided the number of active apprentices in each local committee, to include minority and female apprentices. Statewide there are a total of 15 Glazier apprentices as of April 2012. There were 29 apprentices in October 2011.

Contractors are reluctant to add new apprentices because they cannot guarantee four years of work at this time. They do not want to start new apprentices only to have to lay them off.

7. **The next State Glazing Apprenticeship Advisory Committee** meeting is scheduled for Wednesday, October 18, 2012 at 10:00 am at the WTCS Foundation.

9. Meeting ended at 11:35 am.

Submitted by Mary Pierce, BAS